

NC DSS CHILDREN'S SERVICES

STATEWIDE TRAINING PARTNERSHIP

1998 Year-end Training Report

*Delivering competency-based, job-relevant,
accessible training for North Carolina's
child welfare social workers*

January, 1999

Developed by

Vilma Gimenez, Jordan Institute for Families
UNC-CH School of Social Work, and
Rebecca Brigham, Staff Development Team,
Children's Services Section, NC Division of Social Services

Contents

| | |
|--|----|
| <i>Executive Summary</i> | 3 |
| <i>NC Children's Services Statewide Training Partnership</i> | 4 |
| <i>Purpose</i> | |
| <i>Mission</i> | |
| <i>History</i> | |
| <i>Current Status</i> | |
| 1. North Carolina Child Welfare Curricula Structure | 5 |
| 2. North Carolina Statewide Training Database System | 7 |
| 3. North Carolina Regional Training Centers | 7 |
| 4. Collaborative Partnerships | 7 |
| 5. 1998 Curricula Delivery | 8 |
| 6. Table 1. Total Number of Curricula Offered During Year 1998 | 8 |
| 7. Curricula Descriptions | 9 |
| 8. Table 2. Total of Training Events and Days Delivered During Year 1998 | 13 |
| 9. Table 3. Number of Registrants During Year 1998 | 14 |
| 10. Table 4. Number of Registrants by County During Year 1998 | 15 |
| ATTACHMENTS: | |
| 11. A. Curricula structure | 17 |
| 12. B. Regional Training Centers | 18 |
| 13. C. Number of training events held in each county | 19 |
| 14. D. Number of pre-service events held in each county since June, 1998 | 20 |

Executive Summary

On January 1, 1998, NC Session Law 1997-443, Section 11.57 went into effect requiring pre-service and in-service training for child welfare services staff and supervisors. Since that time, the NC Division of Social Services has initiated the development of an accessible, comprehensive and responsive system of training for public child welfare staff and for staff from other child serving agencies.

This document outlines the accomplishments of the NCDSS Children's Services Statewide Training Partnership (CSSTP) during calendar year 1998. In the following pages you will find the mission, history and current status of the Statewide Training Partnership, including: curricula structure, database, regional training centers and collaborative relationships. Also, you will find a description of our courses and statistics about the type and number of training events offered and the counties attending training.

In summary, during the calendar year 1998, the Children's Services Statewide Training Partnership provided a multiplicity of training opportunities for staff in country department of social services and other community agencies throughout North Carolina:

- A total of **24** different curricula were provided during 1998 (27 were offered in 1997)
- A total of **170** training events were provided (a 50% increase from 1997), equaling **717** days of training (a 96% increase from 1997)
- A total of **5959** registrants were county DSS workers and **342** were from other agencies, (a 87% increase from 1997)
- Staff from all **100** counties department of social services were served at the training events

The NC Division of Social Services is proud of our accomplishments during 1998. We look forward to 1999 and into the new millennium as we further develop our vision for Children's Services Training.

North Carolina Division of Social Services Children's Services Statewide Training Partnership

Mission

NC Division of Social Services, Children's Services Section has developed the Children's Services Statewide Training Partnership whose mission it is to develop, implement, and evaluate a responsible, accessible training and educational system, and to achieve a competent child welfare workforce committed to ensuring safe, permanent, nurturing families for children at risk of abuse, neglect or dependency. To support its mission, this partnership seeks the following outcomes:

- Service providers who demonstrate the knowledge and skills necessary to help families and children achieve safety and timely permanence.
- Service supervisors and managers who demonstrate the knowledge and skills necessary to help service providers achieve successful outcomes.
- Training programs and other learning resources that are open and accessible to community agencies and staff members.

History

The N.C. Division of Social Services (NCDSS) began providing training to county departments of social services (DSS), children's protective services (CPS) social workers in 1985 through a federal child abuse and neglect grant. Effective FY 1987-88, the training model that was developed through the federal grant was integrated into the regular state budget through a state appropriation specifically designated for CPS training. This funding created two consultant/trainer positions and one clerical position. Over the next six years, the training that was developed and provided to CPS social workers was primarily related to CPS policy and practice, legal aspects of children's protective services, and medical aspects of child maltreatment.

In 1991, this training was made mandatory by Governor James G. Martin, Executive Order 142, "Children's Protective Services." In order to provide this training, the Division received funding for three additional training positions and an additional clerical position. In 1993, the Division added the requirement that staff attend Risk Assessment training and, in 1997, that they attend "Child Development in Families at Risk and Effects of Separation and Loss on Attachment."

In 1995, the General Assembly passed 13 1 D- I 0.6A. This law required that foster care and adoption social workers receive 84 hours of pre-service training and 18 additional hours of in-service training annually thereafter. It also required that foster parents receive 30 hours of training prior to licensure and 10 hours of in-service training annually thereafter. In order to implement this law, two additional trainer positions were added, one in foster care and one in adoption. These two trainers focused on ensuring that foster and adoptive parents receive the required training. A contract with the NC Family and Children's Resource Program, part of the University of North Carolina at Chapel Hill School of Social Work, was initiated to provide mandatory training to foster care and adoption social workers.

Current Status

The NC Division of Social Services Children's Services Section is committed to the mission of ensuring safe, permanent, nurturing families for children. As part of this commitment, in March 1997, the Division reorganized to create the Staff Development Team. Comprised of six consultant trainers, two clerical support staff, and one manager, this team is responsible for developing and implementing an integrated, competency-based program of training. Every year it develops a training schedule to provide DSS staff with the required pre-service and in-service training. The NCDSS also provides training to staff from other community child serving agencies.

The Children's Services Central Office trainers and management staff serve five primary purposes:

- Providing central management to the Children's Services Statewide Training Partnership and the Regional Training Centers.
- Providing implementation of the foster and adoptive parent training program (MAPP/GPS)
- Providing specialized training in three areas directly related to abuse and neglect-substance abuse, domestic violence, and sexual abuse
- Providing "back-up" to on-going training in regional training centers
- Providing training on new children's services initiatives and programs

Effective January 1, 1998, the General Assembly passed a new law that makes pre-service (prior to direct client contact) and in-service training for child welfare services staff and supervisors mandatory. In order to implement this law and to assure that social work professionals are given the maximum opportunity to grow, develop, and improve their services to families with children at risk of abuse, neglect or dependency, the NCDSS Children's Services Section has implemented the Children's Services Statewide Training Partnership (CSSTP). In the first year, guided by a Training Advisory Committee, the CSSTP has implemented four Regional Training Centers, a Statewide Training Database, a Curricula Structure, and Collaborative relationships with the University of North Carolina and NC Community College Systems. These training strategies are based on the strong belief that standardized and competency based, foundation and advanced practice training must be ensured for all child welfare staff.

North Carolina Child Welfare Curricula Structure

The Children's Services Staff Development Team in collaboration with the UNC system has implemented a curricula structure to better provide essential training to social work professionals. In doing so, it was guided not only by legal mandate, but by desire to develop and support a competent child welfare work force committed to ensuring permanent, safe, nurturing families for children at risk of abuse, neglect, or dependency. The new Child Welfare Training system curricula consist of three levels of trainings. (Attachment "A")

Curricula Structure

100 Series training – Child Welfare in North Carolina: Introduction to County DSS (Week I), Family-Centered Practice Foundation (Week II) and Family Assessment and Change Process (Week III). Social workers and social work supervisors with Child Welfare Services responsibility must complete "Child Welfare in North Carolina (Pre-Service)" prior to having direct contact and/or assuming supervisory responsibility. This training meets the required 72 hours of pre-service training.

200 Series, Tier 1 training– Social workers and social work supervisors must complete the trainings listed below within one year of employment. These trainings meet the required 18/39 hours of additional training within the first year of employment.

- Child Development in Families at Risk
- Effects of Separation and Loss on Attachment
- Legal Aspects of Child Protective Services
- Medical Aspects of Child Protective Services

200 Series, Tier 2 training – Social workers and social work supervisors must complete the 200 Series, Tier two training, as is applicable to their job functions. These trainings also meet the required 18/39 hours of additional training within the first year of employment. The Tier 2 trainings listed below are related to job function:

- Adoption
- Child Placement
- CPS Case Planning and Case Management
- CPS Intake
- CPS Investigative Assessment
- Family Preservation
- Foster Care Licensing
- Independent Living

300 Series – Social workers and social work supervisors, regardless of employment date, are required to have 24 hours of continuing education every year after the first year of employment. To meet this requirement the NC Division of social Services in collaboration with University and private training providers, have provided the following curricula:

- Alcohol and Other Drugs: A Competency-Based Training
- Case Building Toward Permanence
- Child Sexual Abuse
- Crossing the Threshold: Helping Adolescents Move Into Adulthood
- Deciding Together: A Program to Prepare Families for Fostering or Adoption on Individuals Basis
- Family Group Conferencing
- Family Foster Home Recruitment
- Guardianship; An Alternative Permanent Plan for children in Care
- Group Preparation and Selection for Children Exposed to Drugs or HIV
- MAPP/GPS - Model Approach to Partnerships in Parenting/Group Preparation and Selection
- MAPP/GPS Follow Up

North Carolina Statewide Training Database System

North Carolina Statewide Training System (NCSTS) has been developed to serve two primary functions. First, the NCSTS is designed to track the enrollment and completion of training for social workers in North Carolina. Second, the Statewide Training System provides administrators with information useful for monitoring the demand and supply of training needs across the state. This will improve the State's ability to react quickly to sharp increases in demand, and to plan for future training. The NCSTS has been designed with an eye toward facilitating routine data entry functions, such as to enter registrations, training descriptions, training events, print documents, and construct reports. Since this database system has been designed for use over the World Wide Web, the Children's Services Regional Training Centers and the Central office have immediate and simultaneous access to North Carolina training information.

North Carolina Children's Services Regional Training Centers

Four Children's Services regional training centers (Asheville, Charlotte, Greensboro, Kinston) were established in 1998 in partnership with community colleges: Asheville/Buncombe Technical Community College in Asheville, Central Piedmont Community College in Charlotte, Guilford Technical Community College in Greensboro, and Lenoir Community College in Kinston. Two trainers and a clerical support have been employed to provide training in these centers. At this time, the primary responsibility of the trainers in the centers is to deliver the required pre-service training on an on-going basis. Staff members at each of the four centers are supervised by a training coordinator based in the Division's Children's Services Central Office in Raleigh. (Attachment "B")

Collaborative Partnership with the University of North Carolina System

The North Carolina Division of Social Services is committed to a collaborative partnership with many of the university system's campuses including UNC-Chapel Hill, East Carolina University, UNC-Greensboro, North Carolina A & T University, North Carolina State University, and UNC-Charlotte. The universities are working with the Division in the areas of curriculum development, advanced practice training, research, evaluation, and publication.

1998 Curricula Delivery

During the calendar year 1998, the Children's Services Statewide Training Partnership provided a multiplicity of training opportunities for staff in county department of social services and others community agencies throughout North Carolina (Attachment "C"). A total of **24** different curricula were provided during 1998 (Table 1) compared with 27 curricula that were offered in 1997. Each of these curricula were offered many times, which total **170** training events (compared with 113 events in 1997) equaling **717** days of training – Table 2 (compared with 365 days of training in 1997). A total of **5959** registrants were county DSS workers and **342** were from other agencies – Table 3 (compared with a total of 3362 registrants in 1997). In 1998, all **100** counties department of social services were served at those training events (Table 4). In addition to these trainings events, a two-day "Challenge for Children" conference was held in Raleigh; a total of **297** child welfare workers and foster parents attended the conference.

Table 1: Total Number of Curricula Provided During Year 1998

| # | NC Division of Social Services Children's Services Section Staff Development Team Curricula | Total # Days per curriculum |
|-----|---|-----------------------------------|
| 1. | A Systems Approach to Supervision | Ten days |
| 2. | Alcohol and Other Drugs: A Competency-Based Training | Three days |
| 3. | Capturing Best Practice in Adoption and Foster Care for North Carolina | Six days |
| 4. | Case Building Toward Permanence | One day |
| 5. | Child Development in Families at Risk | Two days |
| 6. | Child Sexual Abuse | Six days |
| 7. | Child Welfare in North Carolina, Weeks I, II, and III | Eleven days |
| 8. | CPS Worker's Core I | Four days |
| 9. | CPS Worker's Core II | Four days |
| 10. | Crossing the Threshold: Helping Adolescents Move Into Adulthood | Three days |
| 11. | Deciding Together: A Program to Prepare Families for Fostering or Adoption on An Individual Basis | Three days |
| 12. | Effects of Separation and Loss on Attachment | Two days |
| 13. | Family-Centered/Family Preservation Services Supervisor's Training | Three days |
| 14. | Family-Centered Practice Foundation | Four days |
| 15. | Family-Centered Practice in Foster Care & Adoption | Four days |
| 16. | Family Group Conferencing | One day |
| 17. | Family Foster Home Recruitment | Two days |
| 18. | Guardianship: An Alternative Permanent Plan for Children in Care | One day |
| 19. | Group Preparation and Selection for children Exposed to Drugs or HIV | Two days |
| 20. | Legal Aspects of Child Protective Services | One day |
| 21. | MAPP/GPS - Model Approach to Partnerships in Parenting/Group Preparation and Selection | Eight days |
| 22. | MAPPS/GPS Follow UP | Two days |
| 23. | Medical Aspects of Child Protective Services | Two days |
| 24. | Supervisory Effectiveness Training for MAPP (SET for MAPP) | Three days |

Curricula Description

1. A Systems Approach to Supervision: This ten-day curriculum was developed by Resources for Change, Inc. The purpose of this training is to assist supervisors in deepening and integrating their understanding of parallel process and the nature and functioning of systems on multiple levels: families; work units; and the larger community. Through the training, supervisors explore their role in creating learning systems within their units and in modeling respect and appreciation for diversity and difference among clients, co-workers, and community members.

2. Alcohol and Other Drugs: A Competency-Based Training: This three-day curriculum was developed by the Child Welfare League of America and modified by NC DSS staff. This training is designed for all child welfare social workers and supervisors. As alcohol and drug abuse are directly related to child and family well-being, during this training the participant learns the scops, range, and dynamics of alcohol and drug abuse, the impact of this abuse on families and the range of service interventions currently available.

3. Capturing Best Practice in Adoption and Foster for North Carolina: This six-day curriculum was developed by the NC Family and Children's Resource Program, part of the Jordan Insittute for Families, UNC-CH School of Social Work. This training is designed for less-experienced social workers who work with birth, foster, and adoptive families involved in the family and child welfare system. Knowledge and skill areas covered include the following: attachment; the effect of separation and placement on families; the historical and legal underpinnings of foster care and adoption; the importance of teamwork among social workers and foster families; the emancipation process of older adolescents; and negotiating through the processes of reunification, termination of parental rights, and adoption.

4. Case Building Toward Permanence: This one-day curriculum was developed by staff within the NC Division of Social Services and the NC Attorney General Office. With permanence as the ultimate goal and a clear knowledge of the damage the foster care system can do to children, DSS must move immediately and continuously toward all possible permament plans for a foster child at the same time. This case building is best acomplished through a coordinated approach by DSS, the GAL, court and community resources with the family. This training covers the elements of case building from initial intervention and assessment through court involvement to the realization of the permanent plan. Participants are showed how to case build more effectively with case plans, case reviews, petitions and court orders. A discussion of the grief and loss and separation and attachment issues faced by foster children reinforces the need for case building to a timely, appropriate permanent plan for each child.

5. Child Development in Families at Risk: This two-day curriculum was developed by the NC Family and Children's Resource Program, part of the Jordan Insittute for Families UNC-CH School of Social Work. This curriculum focus on children whose development is affected by abuse or neglect, and/or developmental delays. It is targeted to social workers, and other human service personnel, and who make decisions about children which must take into account their physical, emotional and social development in order to be effective and to lessen harm.

6. Child Sexual Abuse: This six-day curriculum was developed by The american Human Association and modified by NC DSS staff. Child Sexual Abuse training serves as an introduction to the dynamics of child sexual abuse and is intended for social workers and supervisors. This training is divided into two parts: Part I–Overview is designed to provide a conceptual framework for dealing with child sexual abuse, and Part II–Interview/Resolution focus on interviewing family members, and also requires participants to practice the interviewing techniques presented. The final day of training

briefly introduces the issues as it relates to the treatment of the individual family members as well as the family system.

7. Child Welfare in North Carolina (Pre-Service): This curriculum was developed by the NC Division of Social Services and the NC Family and Children's Resource Program, part of the Jordan Institute for Families UNC-CH School of Social Work. Child Welfare in North Carolina is a three-week competency based pre-service training that is designed to provide social workers and supervisors with an orientation to the North Carolina child welfare system. During this training participants are provided with an overview of the organizational structure of the County DSS, information about Child Welfare laws, policies and standards, best practices related to family-centered practice and the family assessment, and change process ranging from CPS intake to adoption. (Attachment "D")

8. CPS Workers CORE I: This four-day curriculum was developed by the Institute for Human Services, and it is intended for social workers and supervisors assigned children's protective services. Core I addresses the knowledge and skills required for CPS workers to provide family preservation services and services to protect abused, neglected and dependent children. The topics covered in this curriculum are historical and legal basis of child welfare services, child welfare values, identification of child maltreatment, assessment of risk, dynamics of child maltreatment, the service delivery system, and the role of the social worker. This workshop will also provide an overview of child protective services and its legal policy and practice requirements. *(In July 1998, this training was replaced by "Child Welfare in North Carolina" - Pre-Service curriculum)*

9. CORE II, Casework Process and Case Planning in Child Protective Services: This four-day curriculum was developed by the Institute for Human Services. Core II is designed as a continuation of "CPS Workers' CORE I." It includes information and skill-building activities focused on the dual role of social workers, establishing rapport, dealing with hostility and resistance, family assessment, developing an effective family services plan, case recording, interviewing, empowering parents, and cultural issues. *(In July 1998, this training was replaced by "Child Welfare in North Carolina" - Pre-Service curriculum)*

10. Crossing the Threshold, Helping Adolescents Move Into Adulthood: This three-day curriculum was developed by the NC Family and Children's Resource Program, part of the Jordan Institute for Families, UNC-CH School of Social Work. This training is designed to prepare teams of social workers and foster parents trainers to teach foster parents the skills that will enhance their work and relationships with adolescents preparing for independent living. Crossing the Threshold has twelve modules, ten of which can stand alone for in service training with foster parents. The modules emphasize values and patterns in families, the impact of separation and loss on attachment and its effect on moving toward independence, the emancipation process, sexual identity within the context of adolescent development, learning styles, caring confrontation, working in partnership, life skills, decision making and goal setting, and advocacy. Participants learn how to prepare "Speak Out" and brainstorming sessions with teens about the needs of older adolescents in their community.

11. Deciding Together: A Program to Prepare Families for Fostering or Adoption on An Individual Basis: This three-day curriculum was developed by the Child Welfare Institute. This training is based on the Model Approach to Partnership in Parenting/Group Preparation and Selection program. This program uses the same twelve key abilities necessary for successful foster and /or adoptive parenting. Deciding Together develops individual families at a level equal to that of MAPP-GPS. This individual preparation and selection program provides the agency with a flexible alternative to the group preparation and selection process.

12. Effects of Separation and Loss on Attachment: This two-day curriculum was developed by the NC Family and Children's Resource Program, part of the Jordan Institute for Families UNC-CH School of Social Work. This training is designed for social workers who are responsible for the removal and placement of children. It includes information about the following; the attachment process; separation from the viewpoint of the child; grief reactions based upon childhood developmental ages and stages; and strategies to help a child reattach.

13. Family-Centered/Family Preservation Services Supervisors' Training: This three-day curriculum was developed by the NC Family and Children's Resource Program, UNC-CH School of Social Work. This training is designed for supervisors in all family and child-serving agencies in North Carolina, including Family Preservation Programs; Social Services; Mental Health, Developmental Disabilities, Substance Abuse Services; and Juvenile Justice. This workshop combines brief presentations by instructors with small group discussions and exercises. Knowledge and skill areas covered include the following: identifying key traits of effective family-centered professionals; understanding and implementing effective teams; and communicating with stakeholders about the value of family-centered services. On the third day, the participants have the opportunity to prepare and deliver a short presentation.

14. Family-Centered Practice Foundation: This four-day curriculum was developed by the NC Family and Children's Resource Program, UNC-CH School of Social Work. The Foundation, which is a prerequisite to subsequent specializations (Family-Centered Practice in Family Preservation, Family-Centered Practice in Foster Care and Adoption), is designed to provide basic social work knowledge and skills practice opportunities from family-centered perspective. Topics covered by the foundation include principles of family of family-centered practice, strategies with individual family members, the use of genograms and ecomaps, family systems concepts, the utilization of traditional and non-traditional resources to support the family, and the development of skills to enhance cultural sensitivity in the child welfare setting. *(In July 1998, this training was replaced by "Child Welfare in North Carolina" - Pre-Service curriculum)*

15. Family-Centered Practice in Adoption and Foster Care (Specialization): This four-day curriculum was developed by the NC Family and Children's Resource Program, UNC-CH School of Social Work. Family-Centered Practice in Adoption and Foster Care training is focused on family-centered assessment, goal setting, and case plan implementation and evaluation for the social worker involved with child placement. Participants have numerous opportunities to practice the skills they will use in foster care and adoption. Topics covered include risk assessment, goal setting with families, federal protections through PL 96-272, case evaluation, and completion. *(In July 1998, this training was replaced by "Child Welfare in North Carolina" - Pre-Service curriculum)*

16. Family Group Conferencing: This one day curriculum was developed by faculty at North Carolina State University. The goal of this training is for staff to receive an orientation to the Family Group Conferencing service model. These sessions included an overview of the model and discussion of the model's relevance for individual counties.

17. Family Foster Home Recruitment: This two day curriculum was developed by American Foster Care Resources. The goal of this training is for staff to learn a model to recruit and retain foster and adoptive parents in North Carolina. Modules included: barriers to effective recruitment, the recognition of the elements for successful recruitment and the connections between recruitment and retention.

18. Guardianship, An Alternative Permanent Plan for Children in Care: This one-day curriculum was developed by staff within the NCDSS. The goal of this training is for participants to understand and implement procedures for using guardianship as a resource in permanency planning.

19. Group Preparation and Selection for Children Exposed to Drugs or HIV: This two-day curriculum was developed by the Child Welfare Institute. This training prepares social workers to work with families to make informed, committed decisions about fostering or adopting children affected by drug or HIV exposure. Participants learn how to help families identify the developmental and medical needs of children and assess how those needs will affect their families. Participants learn to prepare families for fostering or adopting by helping them identify their strengths and needs and develop key parenting skills.

20. Legal Aspects of Child Protective Services: This one-day curriculum was developed by staff within the NC Attorney General Office. Legal Aspects of Child Protective Services is designed to provide CPS personnel with legal information that will help them understand the role of the juvenile court in protecting abused, neglected, and dependent children.

21. MAPP/GPS Model Approach to Partnerships in Parenting, Group Preparation and Selection: This eight-day curriculum was developed by the Child Welfare Institute. This training is designed to guide foster and adoptive parent applicants and agencies through the complex issues they will face together in working toward the goal of permanence with children. The curriculum is used as a framework to lead parent applicants towards assessing and learning 12 key abilities which are necessary for successful foster and/or adoptive parenting. During the eight days, social workers will learn how to use the Group Preparation and Selection Program, including: the family profile, partnership and professional development plans, the summary and recommendation and the ten meetings. They will also learn to help prospective foster and adoptive parents to identify their strengths and needs in relation to fostering and adopting.

22. MAPP-GPS Follow Up: This two-day curriculum was developed by the Child Welfare Institute. This training is designed to hone skills developed in the eight day MAPP-GPS certification workshop. There will be a self-assessment worksheet for the ten meetings and tools and updated materials that are shared, including a new video which can replace or supplement some of the existing MAPP-GPS curriculum. One segment of this training concentrates on improving skills needed to prepare the final written assessment of foster and adoptive families. There is also additional focus on individual supervision and consultation with families as well as further development of the strengths/needs approach to working with families.

23. Medical Aspects of Child Protective Services: This two-day curriculum was developed by the UNC-CH Medical School, Child Medical Evaluation Program. This training is designed to help social workers understand the physical indicators of child abuse and neglect, secure medical examinations in a timely fashion, understand and interpret the results of those examinations, and help families understand follow-up care instructions for their children.

24. Supervisory Effectiveness Training for MAPP (SET for MAPP): This three-day curriculum was developed by Child Welfare Institute. SET for MAPP is designed for experienced (suggested minimum one year of supervisory experience) child welfare supervisors. SET for MAPP helps supervisors examine their current supervisory practice strategies.

Table 2: Total of Training Events and Days Delivered During Year 1998

| Training # | NC Division of Social Services Children's Services Section Staff Development Team Curricula | | Total # Events | # Events at RTC's | Total trng.days |
|------------|---|---------------|----------------|-------------------|-----------------|
| | | | | | |
| 1 | A Systems Approach to Supervision | | 1 | 0 | 10 |
| 2 | Alcohol and Other Drugs: A Competency-Based Training | | 4 | 2 | 12 |
| 3 | Capturing Best Practice in Adoption and Foster Care for North Carolina | | 10 | 2 | 60 |
| 4 | Case Building Toward Permanence | | 2 | 1 | 2 |
| 5 | Child Development in Families at Risk | | 9 | 4 | 18 |
| 6 | Child Sexual Abuse | | 1 | 1 | 6 |
| 7 | Child Welfare in North Carolina, Weeks 1, 2, & 3 | | 20 | 16 | 220 |
| 8 | CPS Worker's Core I | | 17 | 4 | 68 |
| 9 | CPS Worker's Core II | | 18 | 4 | 72 |
| 10 | Crossing the Threshold: Helping Adolescents Move Into Adulthood | | 4 | 1 | 12 |
| 11 | Deciding Together: A program to Prepare Families for Fostering or Adoption on An Individual Basis | | 4 | 1 | 12 |
| 12 | Effects of Separation and Loss on Attachment | | 7 | 4 | 14 |
| 13 | Family-Centered/Family Preservation Services Supervisor's Training | | 2 | 1 | 6 |
| 14 | Family-Centered Practice Foundation | | 11 | 1 | 44 |
| 15 | Family-Centered Practice in Foster Care & Adoption | | 10 | 2 | 40 |
| 16 | Family Group Conferencing | | 4 | 4 | 4 |
| 17 | Family Foster Home Recruitment | | 1 | 0 | 2 |
| 18 | Guardianship: An Alternative Permanent Plan for Children in Care | | 3 | 2 | 3 |
| 19 | Group Preparation and Selection for children Exposed to Drugs or HIV | | 1 | 0 | 2 |
| 20 | Legal Aspects of Child Protective Services | | 13 | 0 | 13 |
| 21 | MAPP/GPS - Model Approach to Partnerships in Parenting/Group Preparation and Selection | | 6 | 4 | 48 |
| 22 | MAPPS/GPS Follow UP | | 5 | 2 | 10 |
| 23 | Medical Aspects of Child Protective Services | | 12 | 0 | 24 |
| 24 | Supervisory Effectiveness Training for MAPP (SET for MAPP) | | 5 | 2 | 15 |
| | | TOTALS | 170 | 58 | 717 |

Table 3: Total Number of Registrants During Year 1998

(* numbers not available at this time)

| Training | 1 - Workers Registered (A + B) | | Workers A - Attended | | Workers. B - No Show | | 2 - Workers Cancelled | | 3 - Workers Wait List | | 4 - Total Event Closed | | Registrants (1 + 2 + 3 + 4) | | GRAND TOTAL |
|----------|--------------------------------|--------|----------------------|--------|----------------------|--------|-----------------------|--------|-----------------------|--------|------------------------|--------|-----------------------------|--------|-------------|
| | DSS | others | DSS | others | DSS | others | DSS | others | DSS | others | DSS | others | DSS | others | OVERALL |
| 1 | 19 | 3 | 19 | 3 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 23 | 4 | 27 |
| 2 | 85 | 3 | 76 | 0 | 9 | 3 | 29 | 0 | 21 | 1 | 0 | 0 | 135 | 6 | 139 |
| 3 | 231 | 7 | 230 | 7 | 1 | 0 | 59 | 1 | 23 | 1 | 0 | 0 | 314 | 9 | 322 |
| 4 | 78 | 1 | * | * | * | * | 9 | 0 | 0 | 0 | 0 | 0 | 87 | 1 | 88 |
| 5 | 276 | 4 | 258 | 4 | 18 | 0 | 59 | 1 | 114 | 17 | 70 | 6 | 415 | 16 | 547 |
| 6 | 24 | 0 | * | 0 | * | 0 | 4 | 0 | 84 | 4 | 0 | 0 | 112 | 4 | 116 |
| 7 | 547 | 43 | 528 | 43 | 19* | * | 80 | 9 | 48 | 1 | 0 | 0 | 675 | 53 | 728 |
| 8 | 368 | 4 | * | * | * | * | 72 | 0 | 0 | 0 | 0 | 0 | 440 | 4 | 444 |
| 9 | 413 | 2 | 413* | 2 | 8* | * | 62 | 0 | 8 | 0 | 0 | 0 | 491 | 2 | 485 |
| 10 | 45 | 16 | * | * | * | * | 13 | 5 | 2 | 0 | 0 | 0 | 60 | 21 | 81 |
| 11 | 50 | 4 | * | * | * | * | 10 | 1 | 0 | 0 | 0 | 0 | 60 | 5 | 65 |
| 12 | 198 | 6 | 184 | 6 | 14 | 0 | 71 | 1 | 22 | 4 | 13 | 0 | 304 | 11 | 315 |
| 13 | 17 | 6 | 15 | 6 | 2 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 21 | 7 | 28 |
| 14 | 293 | 33 | 293 | 33 | 0 | 0 | 69 | 0 | 55 | 9 | 0 | 0 | 417 | 42 | 459 |
| 15 | 250 | 5 | 250 | 5 | 1 | 0 | 52 | 1 | 38 | 0 | 0 | 0 | 340 | 6 | 346 |
| 16 | 62 | 14 | * | * | * | * | 0 | 0 | 0 | 0 | 0 | 0 | 62 | 14 | 76 |
| 17 | 21 | 4 | * | * | * | * | 2 | 0 | 10 | 1 | 0 | 0 | 33 | 5 | 38 |
| 18 | 51 | 7 | * | * | * | * | 9 | 1 | 1 | 0 | 0 | 0 | 61 | 8 | 69 |
| 19 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 4 | 0 | 0 | 0 | 0 | 5 | 4 | 9 |
| 20 | 672 | 14 | 630 | 10 | 42 | 4 | 101 | 0 | 41 | 1 | 0 | 0 | 814 | 15 | 829 |
| 21 | 108 | 43 | * | * | * | * | 12 | 3 | 52 | 13 | 0 | 0 | 172 | 59 | 231 |
| 22 | 27 | 10 | 27 | 9 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 27 | 10 | 37 |
| 23 | 636 | 13 | 606 | 11 | 30* | 2* | 80 | 0 | 21 | 0 | 0 | 0 | 737 | 13 | 750 |
| 24 | 54 | 10 | * | * | * | * | 5 | 3 | 0 | 0 | 0 | 0 | 59 | 13 | 72 |
| TOTAL | 4525 | 252 | * | * | 144* | 10* | 811 | 32 | 540 | 52 | 83 | 6 | 5959 | 342 | 6301 |

Table 4: Number of Registrants by County During Year 1998

| County | 1 - Workers Registered | | Workers. No Show | | 2 – Workers Cancelled | | 3 – Workers Wait List | | TOTAL (1 + 2 + 3) |
|----------------|------------------------|--------|------------------|--------|-----------------------|--------|-----------------------|--------|-------------------|
| | DSS | others | DSS | others | DSS | others | DSS | others | |
| 1. Alamance | 44 | 4 | 1 | . | 9 | 3 | 10 | 2 | 74 |
| 2. Alexander | 23 | . | 3 | . | 5 | . | 3 | . | 31 |
| 3. Alleghany | 3 | . | . | . | 1 | . | . | . | 4 |
| 4. Anson | 17 | . | . | . | . | . | . | . | 21 |
| 5. Ashe | 26 | 1 | . | . | 3 | . | 5 | . | 35 |
| 6. Avery | 15 | . | . | . | 1 | . | . | . | 16 |
| 7. Beaufort | 33 | . | . | . | 4 | . | . | 1 | 38 |
| 8. Bertie | 12 | . | . | . | . | . | . | . | 12 |
| 9. Bladen | 25 | . | . | . | 7 | . | 4 | . | 36 |
| 10. Brunswick | 38 | . | . | . | 13 | 1 | 4 | . | 67 |
| 11. Buncombe | 209 | 19 | 7 | . | 37 | 2 | 34 | 2 | 306 |
| 12. Burke | 59 | 2 | . | . | 11 | . | 1 | . | 74 |
| 13. Cabarrus | 59 | 3 | 5 | 2 | 7 | 1 | 4 | 1 | 75 |
| 14. Caldwell | 73 | 2 | 6 | . | 26 | . | 15 | 4 | 127 |
| 15. Camden | 1 | . | . | . | 1 | . | 1 | . | 3 |
| 16. Carteret | 29 | . | . | . | 10 | . | 11 | . | 50 |
| 17. Caswell | 33 | . | . | . | 2 | . | 2 | . | 39 |
| 18. Catawba | 101 | 4 | 7 | . | 15 | . | 5 | 1 | 127 |
| 19. Chatham | 27 | . | . | . | 2 | . | 5 | . | 34 |
| 20. Cherokee | 11 | 4 | . | . | . | . | 1 | . | 17 |
| 21. Chowan | . | . | . | . | 2 | . | . | . | 2 |
| 22. Clay | 5 | . | . | . | . | . | . | . | 5 |
| 23. Cleveland | 68 | 5 | 11 | . | 28 | . | 9 | 1 | 114 |
| 24. Columbus | 73 | 1 | . | . | 15 | . | 2 | . | 93 |
| 25. Craven | 35 | . | . | . | 8 | . | . | . | 43 |
| 26. Cumberland | 244 | 3 | 6 | . | 58 | . | 31 | 2 | 342 |
| 27. Currituck | 7 | . | . | . | 1 | . | . | . | 8 |
| 28. Dare | 22 | . | 1 | . | 2 | . | 2 | . | 26 |
| 29. Davidson | 75 | 2 | 7 | . | 12 | . | 8 | . | 103 |
| 30. Davie | 27 | . | 1 | . | 4 | . | 10 | . | 41 |
| 31. Duplin | 29 | . | . | . | 5 | . | 1 | . | 35 |
| 32. Durham | 181 | 4 | 5 | . | 15 | . | 35 | 1 | 238 |
| 33. Edgecombe | 123 | . | 2 | . | 26 | . | 22 | . | 172 |
| 34. Forsyth | 78 | 17 | 4 | . | 7 | 1 | 11 | . | 117 |
| 35. Franklin | 20 | . | . | . | 1 | . | 6 | . | 27 |
| 36. Gaston | 73 | 4 | 4 | . | 11 | 1 | 16 | 1 | 107 |
| 37. Gates | 6 | . | . | . | . | . | . | . | 6 |
| 38. Graham | 4 | . | . | . | . | . | 1 | . | 5 |
| 39. Granville | 23 | . | 2 | . | 2 | . | . | . | 25 |
| 40. Greene | 47 | . | 1 | . | 8 | . | 1 | . | 56 |
| 41. Guilford | 171 | 17 | 7 | . | 29 | 1 | 20 | 1 | 240 |
| 42. Halifax | 54 | 1 | . | . | 2 | . | 4 | 1 | 64 |
| 43. Harnett | 25 | 8 | . | . | 8 | . | 7 | . | 48 |
| 44. Haywood | 56 | . | . | . | 17 | . | 4 | . | 77 |
| 45. Henderson | 81 | 1 | 4 | . | 17 | . | 2 | 1 | 103 |
| 46. Hertford | 20 | . | . | . | 7 | . | 1 | . | 28 |
| 47. Hoke | . | 1 | . | . | . | . | . | . | 1 |
| 48. Hyde | 16 | . | . | . | 2 | . | . | . | 18 |
| 49. Iredell | 41 | . | 2 | . | 5 | 2 | 5 | 2 | 55 |
| 50. Jackson | 18 | 3 | . | . | 4 | . | 2 | . | 27 |

(Continued) Table 4: Number of Registrants By County

| County | 1 – Workers Registered | | Workers No Show | | 2 – Workers Cancelled | | 3 – Workers Wait List | | TOTAL (1 + 2 + 3) |
|------------------|---------------------------|--------|--------------------|--------|--------------------------|--------|--------------------------|--------|----------------------|
| | DSS | others | DSS | others | DSS | others | DSS | others | |
| 51. Johnston | 42 | . | . | . | 10 | . | 8 | . | 61 |
| 52. Jones | 16 | . | . | . | 1 | . | . | . | 17 |
| 53. Lee | 7 | . | . | . | 1 | . | 3 | . | 11 |
| 54. Lenoir | 46 | . | 1 | . | 3 | . | 2 | . | 51 |
| 55. Lincoln | 32 | . | 2 | . | 5 | . | 3 | . | 40 |
| 56. Macon | 10 | . | . | . | 1 | . | 1 | . | 12 |
| 57. Madison | 24 | . | 4 | . | 3 | . | . | . | 31 |
| 58. Martin | 14 | 1 | . | . | 1 | . | 1 | . | 17 |
| 59. McDowell | 26 | 2 | 1 | . | 3 | . | 3 | . | 34 |
| 60. Mecklenburg | 116 | 28 | 2 | 1 | 20 | 3 | 5 | 11 | 185 |
| 61. Mitchell | 19 | . | 1 | . | 5 | . | . | . | 24 |
| 62. Montgomery | 19 | . | . | . | 4 | . | . | . | 23 |
| 63. Moore | 74 | . | 1 | . | 12 | . | 16 | . | 103 |
| 64. Nash | 72 | . | . | . | 16 | . | 13 | . | 101 |
| 65. New Hanover | 85 | 6 | 3 | . | 12 | 2 | 20 | 2 | 127 |
| 66. Northampton | 19 | . | 1 | . | . | . | 2 | . | 21 |
| 67. Onslow | 170 | 3 | 7 | 2 | 33 | 1 | 24 | . | 234 |
| 68. Orange | 44 | 4 | 1 | . | 7 | 1 | 1 | . | 57 |
| 69. Pamlico | 13 | . | . | . | . | . | 4 | . | 17 |
| 70. Pasquotank | 21 | . | . | . | 6 | . | 2 | . | 29 |
| 71. Pender | 51 | . | 1 | . | 4 | . | 1 | . | 56 |
| 72. Perquimans | 16 | . | 1 | . | 11 | . | . | . | 27 |
| 73. Person | 19 | 2 | 1 | . | . | . | 2 | . | 23 |
| 74. Pitt | 80 | 7 | 3 | . | 20 | . | 12 | . | 122 |
| 75. Polk | 1 | . | . | . | . | . | . | . | 1 |
| 76. Randolph | 73 | . | 6 | . | 16 | . | 4 | . | 93 |
| 77. Richmond | 63 | . | . | . | 24 | . | 7 | . | 94 |
| 78. Robeson | 163 | . | 7 | . | 23 | . | 22 | . | 208 |
| 79. Rockingham | 25 | . | . | . | . | . | . | . | 26 |
| 80. Rowan | 44 | 7 | . | . | 2 | . | 1 | . | 54 |
| 81. Rutherford | 60 | . | . | . | 1 | . | . | . | 61 |
| 82. Sampson | 12 | 1 | . | . | 2 | . | 2 | . | 17 |
| 83. Scotland | 16 | . | . | . | 3 | . | 1 | . | 20 |
| 84. Stanly | 34 | . | . | . | 5 | . | 1 | . | 40 |
| 85. Stokes | 24 | . | . | . | 1 | . | . | . | 25 |
| 86. Surry | 21 | . | . | . | 1 | . | . | . | 25 |
| 87. Swain | 5 | . | . | . | . | . | . | . | 5 |
| 88. Transylvania | 10 | 4 | 1 | 3 | 1 | . | . | . | 19 |
| 89. Tyrrell | 1 | . | . | . | 1 | . | . | . | 2 |
| 90. Union | 50 | 2 | . | . | 19 | . | 12 | . | 84 |
| 91. Vance | 31 | 3 | 2 | . | 14 | . | 4 | . | 56 |
| 92. Wake | 147 | 41 | 1 | 1 | 32 | 7 | 31 | 9 | 268 |
| 93. Warren | 29 | . | 3 | . | 8 | . | 10 | . | 49 |
| 94. Washington | 3 | . | . | . | 4 | . | 2 | . | 10 |
| 95. Watauga | 16 | . | 4 | . | 5 | . | 1 | . | 22 |
| 96. Wayne | 57 | . | 1 | . | 3 | 1 | 1 | . | 63 |
| 97. Wilkes | 35 | 3 | . | . | 2 | . | 3 | . | 43 |
| 98. Wilson | 38 | . | . | . | 2 | . | 2 | . | 42 |
| 99. Yadkin | 16 | . | . | . | 10 | . | 3 | . | 29 |
| 100. Yancey | 43 | . | . | . | 3 | . | 2 | . | 48 |

Child Welfare Training System

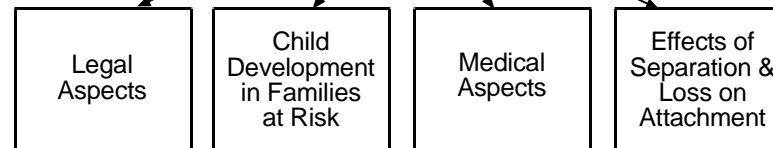
100 Series

Pre-service

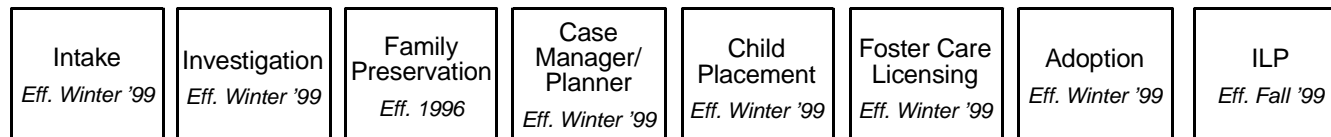
(Effective July 1998)

200 Series

Tier 1



Tier 2



300 Series

All in-service training

Regional Training Centers

Asheville Regional Training Center

Asheville-Buncombe Technical Community College
Pines Building
340 Victoria Road
Asheville, NC 28801
Trainers: Steve Elledge and Geraldine Shuford

Charlotte Regional Training Center

Central Piedmont Community College
Continuing Education Building
515 Insurance Lane (mailing address and offices only)
Kratt Building, Rooms 111 and 112 (training rooms)
Charlotte, NC 28204
Trainers: Virginia Clark and Dee Hunt

Greensboro Regional Training Center

Guilford Technical Community College
J.C. Price Campus
400 West Whittington Street
Greensboro, NC 27406
Trainers: Jerry Cartwright and Tanya McDougal

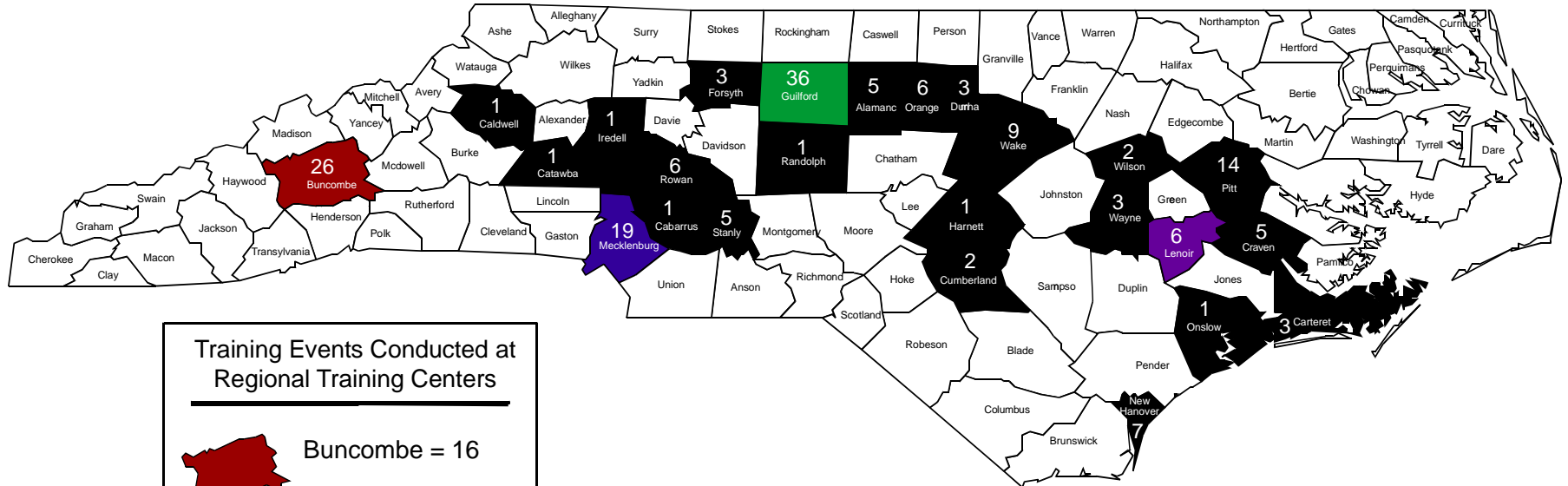
Kinston Regional Training Center

Lenoir Community College
Main Building
Highway 70
Kinston, NC 28502
Trainers: Ruth Harrison and Debbie Orcutt

N.C. Division of Social Services
Children's Services Statewide Training Partnership

1998 Year-end Training Report

Number of training events held in each county



Training Events Conducted at Regional Training Centers



Buncombe = 16



Guilford = 19



Lenoir = 6



Mecklenburg = 17

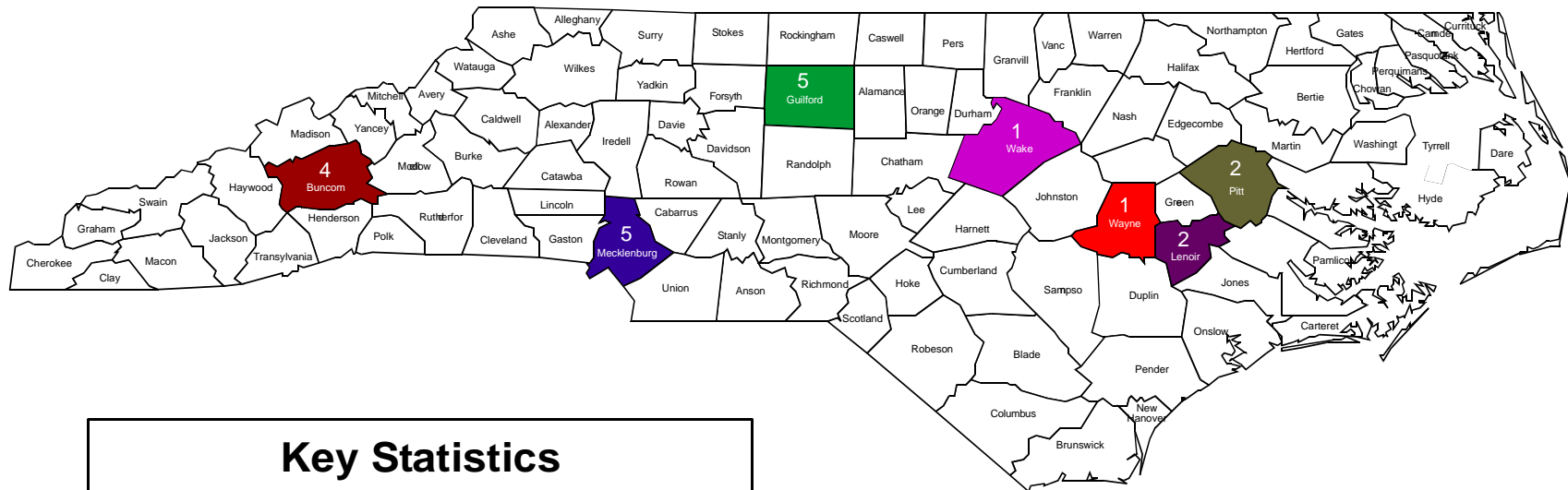
Key Statistics

| | |
|--|------|
| Total number of curricula offered: | 24 |
| Total number of training events: | 170 |
| Total number of training days: | 717 |
| Total number of county DSS workers registered: | 4525 |
| Total number of other workers registered: | 252 |

*N.C. Division of Social Services
Children's Services Statewide Training Partnership
1998 Year-end Training Report*

Child Welfare in North Carolina

Number of Pre-Service training events held in each county



Key Statistics

| | |
|--|-----|
| Total number of training events: | 20 |
| Total number of training days: | 220 |
| Total number of county DSS workers registered: | 547 |
| Total number of other workers registered: | 43 |